

Application No. 09/524,310
Filed: March 14, 2000
TC Art Unit: 3627
Confirmation No.: 8521

AMENDMENT TO THE CLAIMS

Claim 1 (currently amended): A method ~~for~~ of calculating an employee's compensation, comprising, in a processor:

associating sets of attributes with pay categories;

associating a compensation qualifier with each pay category;

forming one or more completed shifts, responsive to identified transactions and the employee's schedule;

splitting the employee's shifts into sub-shifts, responsive to work parameters; and

for each sub-shift,

determining a set of attributes for the sub-shift,

determining a pay category with which the set of attributes is associated,

assigning the pay category to the sub-shift, and

determining compensation for the employee for the sub-shift, responsive to the assigned pay category, the employee's base pay and a compensation qualifier associated with the pay category.

Claim 2 (original): The method of Claim 1, wherein each set of attributes is a unique combination of attributes.

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Claim 3 (original): The method of Claim 1 wherein work parameters comprise at least one of workplace rules, scheduled time, holiday calendars, dates and times of the shift.

Claim 4 (original): The method of Claim 1 wherein a subshift comprises one or more contiguous intervals having common attributes.

Claim 5 (original): The method of Claim 1, wherein:
associating sets of attributes to pay categories comprises creating a mapping which maps each set of attributes to at least one pay category; and
determining the at least one pay category with which the set of attributes is associated is responsive to the mapping.

Claim 6 (original): The method of Claim 5 wherein the mapping is configurable by a user.

Claim 7 (original): The method of Claim 1, further comprising:
determining a total compensation for an employee for a pay period by adding the amounts determined for each subshift of the pay period.

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Claim 8 (canceled)

Claim 9 (previously presented): The method of claim 1, wherein plural compensation qualifiers are associated with a pay category, each compensation qualifier being in effect for a different time of day.

Claim 10 (previously presented): The method of claim 1, wherein the compensation qualifier comprises a pay multiplier, such that determining compensation for the employee for the sub-shift comprises multiplying the employee's base pay by the pay multiplier.

Claim 11 (previously presented): The method of claim 1, wherein the compensation qualifier comprises a pay adder, such that determining compensation for the employee for the sub-shift comprises adding the pay adder to the employee's base pay.

Claim 12 (original): The method of Claim 11, wherein the compensation qualifier additionally comprises a pay multiplier, such that determining compensation for the employee for the sub-

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shift comprising multiplying the employee's base pay by the pay multiplier.

Claim 13 (previously presented): The method of claim 1, wherein the compensation qualifier comprises a bonus time, such that determining compensation for the employee for the sub-shift comprises awarding the employee the bonus time.

Claim 14 (original): The method of Claim 13, wherein the bonus is added only if a specified minimum time requirement is met.

Claim 15 (original): The method of Claim 13, wherein the bonus time is specified amount of bonus time.

Claim 16 (original): The method of Claim 13, wherein the bonus time is specified percentage of time worked during a specified interval.

Claim 17 (original): The method of Claim 1, further comprising:
setting a threshold for a first pay category;
defining an overflow pay category; and

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calculating, for a given period, a total time awarded to the first pay category; and

if the total time awarded to the first pay category exceeds the threshold, transferring the excess awarded time to the overflow pay category.

Claim 18 (original): The method of Claim 17, further comprising:
the period is one day.

Claim 19 (original): The method of Claim 17, further comprising:
the period is one week.

Claim 20 (original): The method of Claim 1, wherein an employee's actual compensation is calculated based on actual attendance and applicable compensation rules.

Claim 21 (currently amended): The method of Claim 20, wherein the transactions comprise collected punch information, and wherein the actual attendance is determined from the collected punch information.

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Claim 22 (currently amended): The method of Claim 21, wherein the punch information is collected by a reader through which encoded cards are swiped.

Claim 23 (currently amended): The method of Claim 21, wherein the punch information is collected by a biometrics device.

Claim 24 (currently amended): The method of Claim 21, wherein the punch information is stored in a database.

Claim 25 (currently amended): The method of Claim 21, wherein the punch information comprises any or all of IN / OUT information, timestamps, and break indications.

Claim 26 (original): The method of Claim 1, wherein an employee's budgeted compensation is calculated based on the employee's assignment schedule.

Claim 27 (original): The method of Claim 1, wherein an employee's forecasted compensation is calculated based on the employee's actual attendance for a selected period, and the employee's assignment schedule.

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Claim 28 (original): The method of Claim 1, wherein determining compensation for the employee for the sub-shift is responsive to a pay policy.

Claim 29 (canceled)

Claim 30 (currently amended): The method of Claim 29-1, wherein the transactions comprise in punches and out punches.

Claim 31 (original): The method of Claim 1, wherein each sub-shift is classified as to which attributes are in effect.

Claim 32 (original): The method of Claim 31, wherein attributes comprise any or all of premiums, special pay, overtime, schedule deviation, holidays, and specially designated days.

Claim 33 (currently amended): A method ~~for~~ of calculating an employee's compensation for a pay period, comprising, in a data processor:

associating sets of parameters with pay categories, a compensation qualifier being associated with each pay category;

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~~obtaining the employee's punch information;~~
~~determining one or more time segments responsive to identified transactions and the employee's schedule, the transactions comprising the punch information;~~
~~for each time segment,~~

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~~determining a set of valid parameters according to a set of rules,~~

~~determining a pay category associated with the set of valid parameters, and~~

~~calculating the employee's compensation for the time segment responsive to the pay category, the employee's base pay and a compensation qualifier associated with the pay category; and~~

~~determining the employee's compensation for the pay period responsive to the calculated compensations determined for time segments within the pay period.~~

Claim 34 (canceled)

Claim 35 (currently amended): A computer program product for calculating an employee's compensation, the computer program

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product comprising a computer usable medium having computer readable code thereon, including program code which:

associates sets of attributes with pay categories, a compensation qualifier being associated with each pay category;

forms one or more completed shifts, responsive to identified transactions and the employee's schedule;

splits the employee's shifts into sub-shifts, responsive to work parameters; and

for each sub-shift,

determines a set of attributes for the sub-shift,

determines a pay category with which the set of attributes is associated,

assigns the pay category to the sub-shift, and

determines compensation for the employee for the sub-shift, responsive to the assigned pay category, the employee's base pay and a compensation qualifier associated with the assigned pay category.

Claim 36 (currently amended): A computer data signal embodied in a carrier wave, comprising:

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program code which associates sets of attributes with pay categories, a compensation qualifier being associated with each pay category;

program code which forms one or more completed shifts,
responsive to identified transactions and the employee's schedule;

program code which splits the employee's shifts into sub-shifts, responsive to work parameters;

program code which associates a set of attributes with a sub-shift; and

program code which determines compensation for the employee for the sub-shift, responsive to pay categories associated with the set of attributes associated with the sub-shift, the employee's base pay and compensation qualifiers associated with the pay categories.

Claims 37-60 (canceled)